

EXHIBIT 3

MANAGERIAL AND TECHNICAL QUALIFICATIONS

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Managerial and Technical Qualification

Biographies of Key Personnel of Essex Telcom, Inc.

The company's senior managers have over 15 years of collective experience in telecommunications.

Mr. Marc Wolens, President, Secretary, Treasurer and Director: Mr. Wolens has two bachelor degrees in Geography from Northern Illinois University, 1978. He founded Essex Computer in 1989. Essex Computer consists of corporate, education and government clientele and also includes business to the general public. Essex Telcom was started in August 1998, providing data and voice services. Its primary function is to provide Telephone Circuits to current Essex Customers. Mr. Wolens started Internet Services of Northern Illinois in 2000, and is one of Northern Illinois' largest Internet providers. It operates in 11 locations and supports approximately 43 cities. Internet Services has 8,000 dialup customers and 800 broadband customers.

Mr. Daniel Wolens, MD, Director: Dr. Wolens is the president of Kentuckiana Occupational Health Associates, Ltd, a national Occupational Medicine consulting firm. In this capacity, Dr. Wolens provides medical directorship for regional and national level health insurance and insurance service companies. Dr. Wolens holds faculty appointments at the Universities of Kentucky and Louisville and is Chairperson of the Preventative Medicine and Environmental Health Residency Advisory Committee at the University of Kentucky.

Mr. Jerome Wolens, Director: Mr. Wolens has a bachelor of Science degree in Economics from Depaul University, 1947. Operated a family owned business from 1946 to 1973. At the age of 81, he is presently retired and spends time as a active member in numerous Community Organizations. A member of the Lions Club, Mr Wolens has been past President and Secretary. Also, Mr. Wolens is a Board member of Tri-County Opportunities Council, a Community Action Agency. He presently serves as Vice Chairperson of the Board.

Mr. Tom Pipes: Mr. Pipes serves as Director of Technology with Essex Telcom. He was previously employed with the US Navy as a Data Systems analyst. Mr. Pipes spent 10 years in the Navy and has received a plethora of awards and metals for serving in Desert Shield and Desert Storm. He was awarded the "Navy Good Conduct" award for serving consecutive years without incident and the distinguished "Sailor of the Year Award". Mr. Pipes worked on Mainframe Computers and related communications equipment which transmitted sensitive military secrets. He was classified as "Top Secret", demonstrating his trustworthiness and integrity.

Mr. Richard Derreberry: Mr. Derreberry is employed at Essex Telcom as the Director of Operations. He is currently responsible for the overall business operations, Human Resources, and long range planning. Prior to joining Essex, Mr. Derreberry served as Operations Manager for Abbott Laboratories, a Fortune 500 Company. He has received 5 Presidential Awards for results over and above normal responsibilities. Mr. Derreberry managed the regulatory submission department and automated the manual processes to "State of the Art" computerized filing and retrieval. He was co-responsible for the direction and development of the automated regulatory submission standards for FDA filings (paperless filing). Mr. Derreberry holds a Masters degree (MBA) from Lake Forest College.